

QBE: From Sick Notes to Fit Notes

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What brought about the change?

- 2004-Choosing Health Making Health Choices Easier?
Department of Health
- 2006-Is Work Good For Your Health and Wellbeing? Waddell and Burton
- 2008-Working for a Healthier Tomorrow Dame Carol Black



Why Change?



Outdated

What are the changes?

Two over arching options

- Fit for some work
- Not fit for work

Choosing fit for some work- four further options

- Phased RTW
- Altered duties
- Amended duties
- Work place adaptations

What do you need to do?

Embrace the.....



but understand the limitations

What do you need to do?

Review sickness policy and....



.....get key stakeholders talking

What do you need to do?

Review your occupational health provision,
consider local resources available and.....



.....build a financial case for investing in absence
and wellbeing

What do you need to do?

- Consider going further and investing in wellness
- Simple steps can make a difference



- Dedicated rehabilitation team
- Offer the Minor Injury Management Service with RIDDOR- for work related accidents
- Return to work rates 29% quicker than industry expected
- Average savings of £2,798 per case



Thank you

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